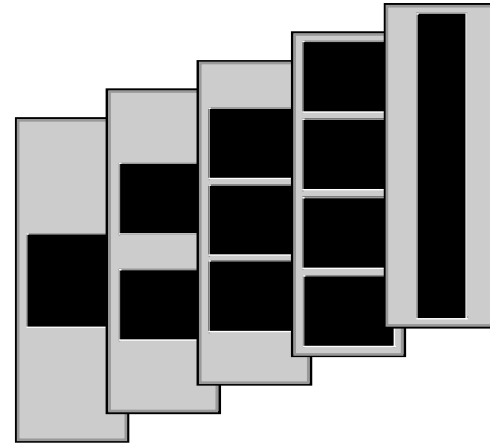


# U.S. Army Recruiting Command



## Warrant Officer Recruiting Briefing

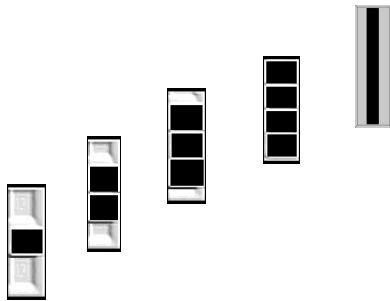


*U.S. Army Recruiting Command*

[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)

# Army Roles

- **Direct representatives of the President**
  - **Basis for legal authority**
  - **Command, establish policy, and manage resources**
  - **Normally generalists - broader responsibilities over career**
- 
- **Highly specialized - single track specialty officers**
  - **Leaders and technical experts**
  - **Provide valuable skills, guidance, and expertise to commanders and organizations**
  - **Lead, coach, train, counsel subordinates**
- 
- **Train, lead, and take care of enlisted soldiers**
  - **Authority derived from oath, law, rank, traditions and regulations.**
  - **Direct soldiers, take actions to accomplish mission and enforce good order and discipline**
  - **Ensure subordinates and their personal equipment prepared to function as effective unit and team member**



**U.S. Army Recruiting Command**

[www.usarec.army.mil/warrior](http://www.usarec.army.mil/warrior)

# Briefing Agenda

Warrant Officer Recruiting Mission

Definition of a Warrant Officer

Opportunities and Benefits

Education and Training

Application and Processing



# Warrant Officer Recruiting Mission

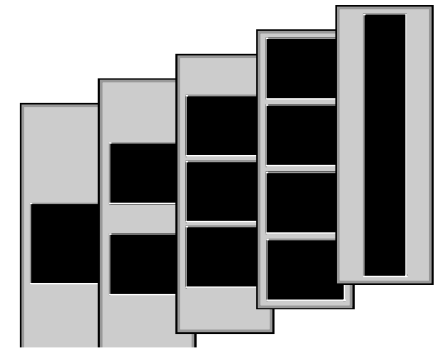
The United States Army Recruiting Command  
is charged with recruiting highly qualified  
applicants to serve as Army warrant officers



***U.S. Army Recruiting Command***

***[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)***

# **Who applies to become a Warrant Officer?**



**Applicants who want to make a difference**

**Applicants who want to advance their careers**

**Applicants who want to stay in their career fields**

**Applicants who want better retirement pay for  
family**

**Applicants who have the technical capabilities to  
do more**



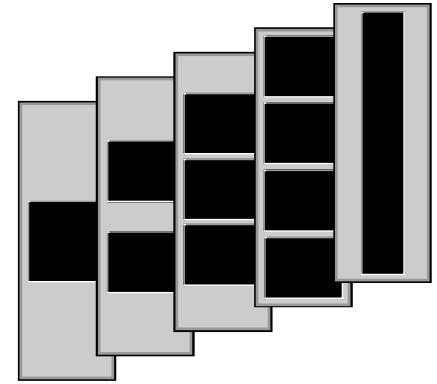
**Soldier**



**U.S. Army Recruiting Command**

**[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)**

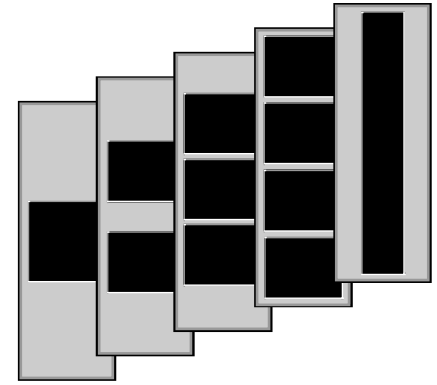
# Definition of a Warrant Officer?



**Warrant officers are highly specialized, single-track specialty officers** who receive their authority from the Secretary of the Army upon their initial appointment. (Para A-3, Field Manual 22-100)



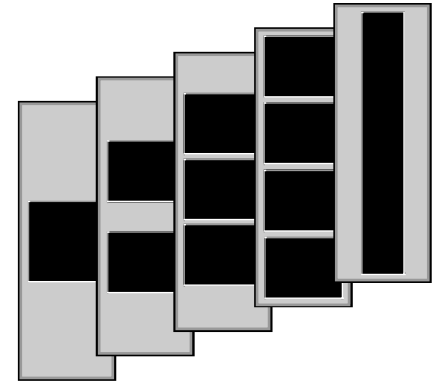
# What can the Warrant Officer Candidate School do for you?



- Starts your transition from Enlisted to Warrant
  - Enhances your attention to detail
    - Provides introduction to officer leadership skills
  - Gives background and history of Warrant Corps



# What will you be as a Warrant Officer!



**U.S. Army Recruiting Command**

**[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)**



# Opportunities and Benefits

Better Pay and Retirement

Faster Promotion Potential

Technical Training and  
Education

Extended Career Path

Challenging Assignments

Perform Core Duties Longer

Small Elite Corps

Makes up 2% of the Army  
and 15% Officer corps



## 44 Recommendations:

- 9 July 04 Basic Branch change & CW5 Insignia Change
- Save pay effective 9 July 04
- WOCS changes
- Targeted pay raises



**U.S. Army Recruiting Command**

**[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)**

# Retirement Pay Comparison

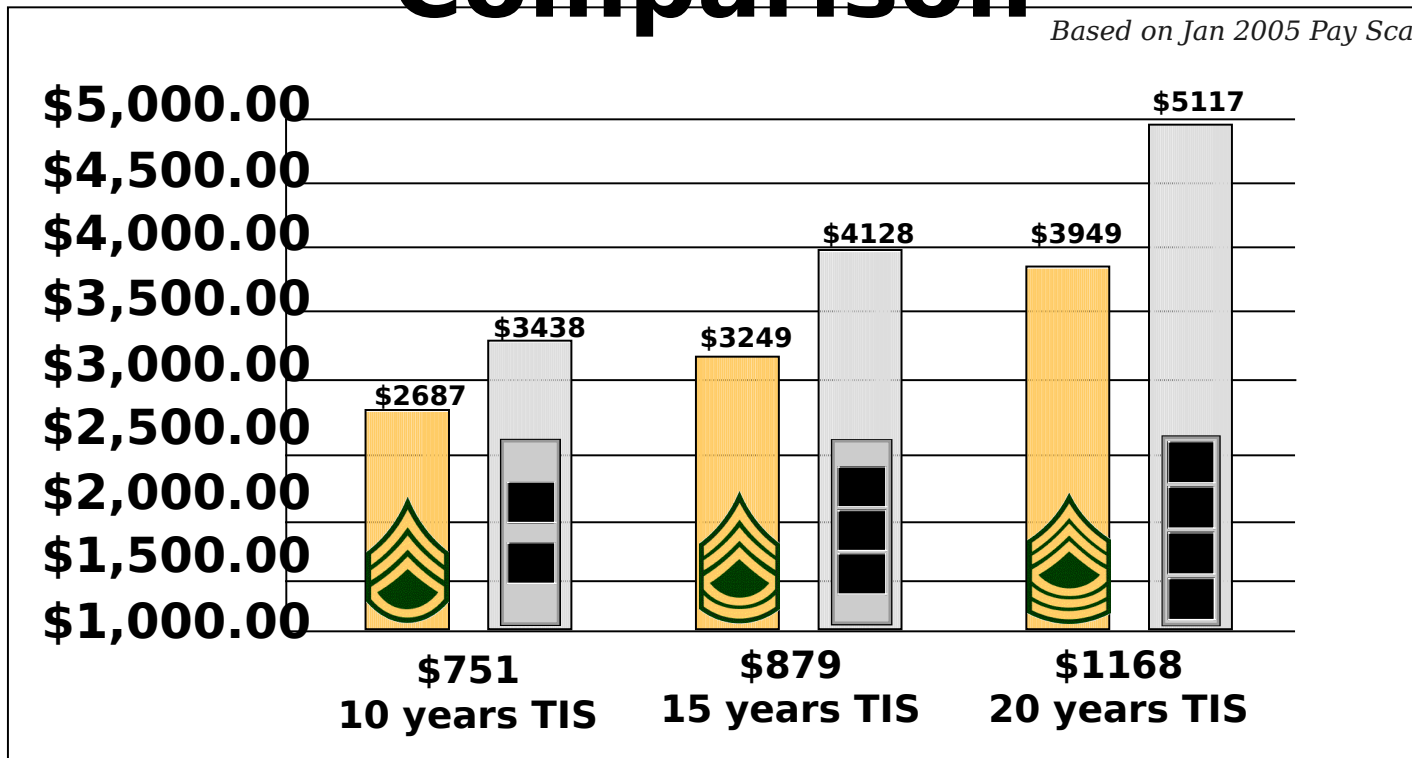
*Based on January 2005  
pay scale (High III)*

SFC	20	\$1556 (50%)	\$473
CW3	20	\$2029 (50%)	
MSG	24	\$2281 (60%)	\$668
CW4	24	\$2949 (60%)	
SGM	30	\$3531 (75%)	\$600
CW5	30	\$4131 (75%)	



# Warrant/NCO Base Pay Comparison

*Based on Jan 2005 Pay Scale*



## Snapshot

**E-5 vs W1 at 6 years TIS =  
Approximate \$705.00**

**E-6 vs W1 at 8 years TIS = Approximate  
\$420.00**



U.S. Army

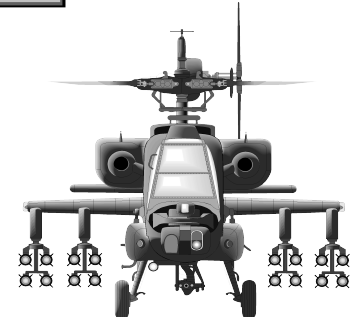
ec.army.mil/warra

# Flight Pay

Years of Aviation Service	Monthly Rate
2 or less	\$125
Over 2	\$156
Over 3	\$188
Over 4	\$206
Over 6	\$650
Over 14	\$840

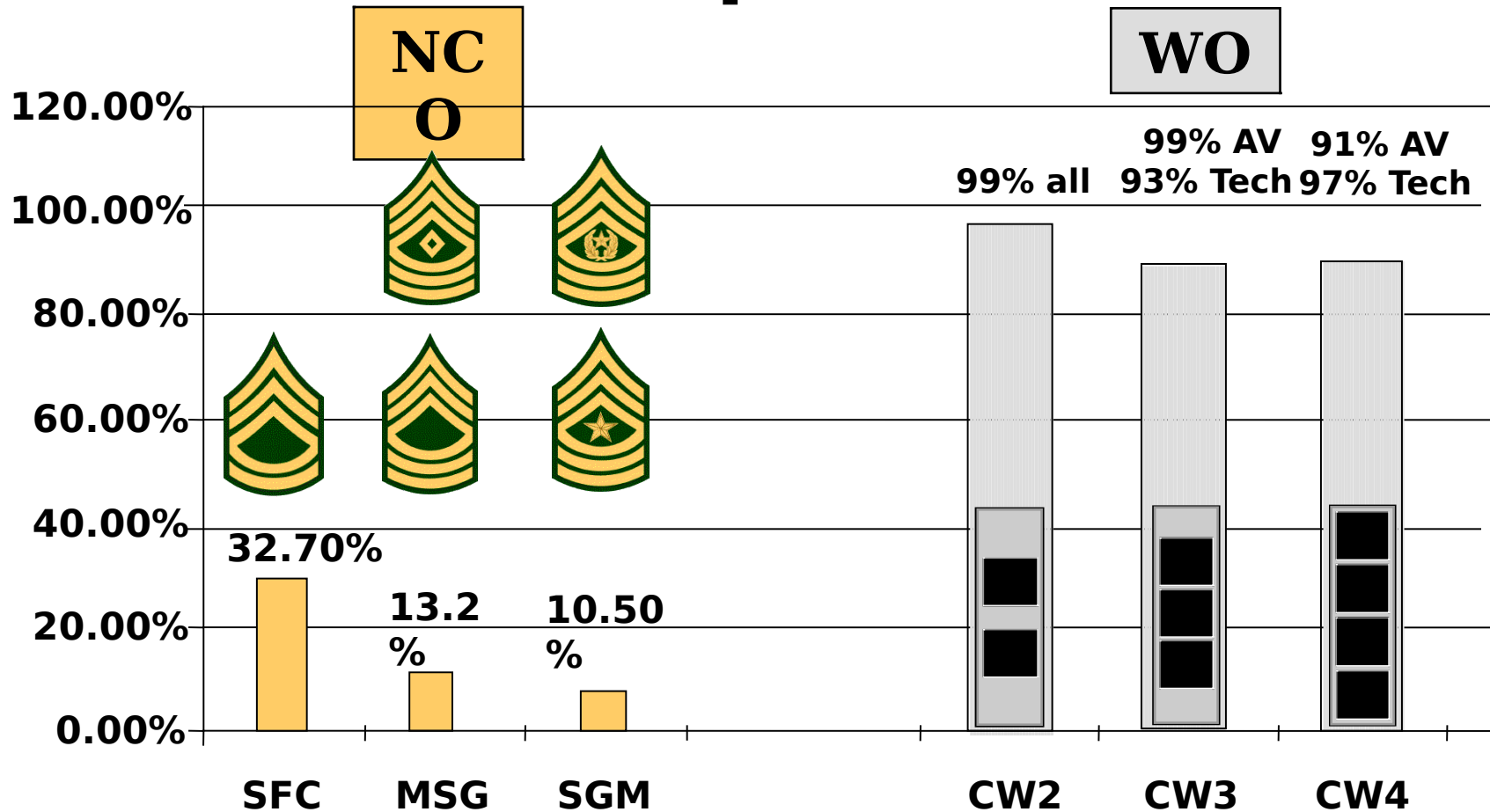


**U.S. Army Recruiting Command**

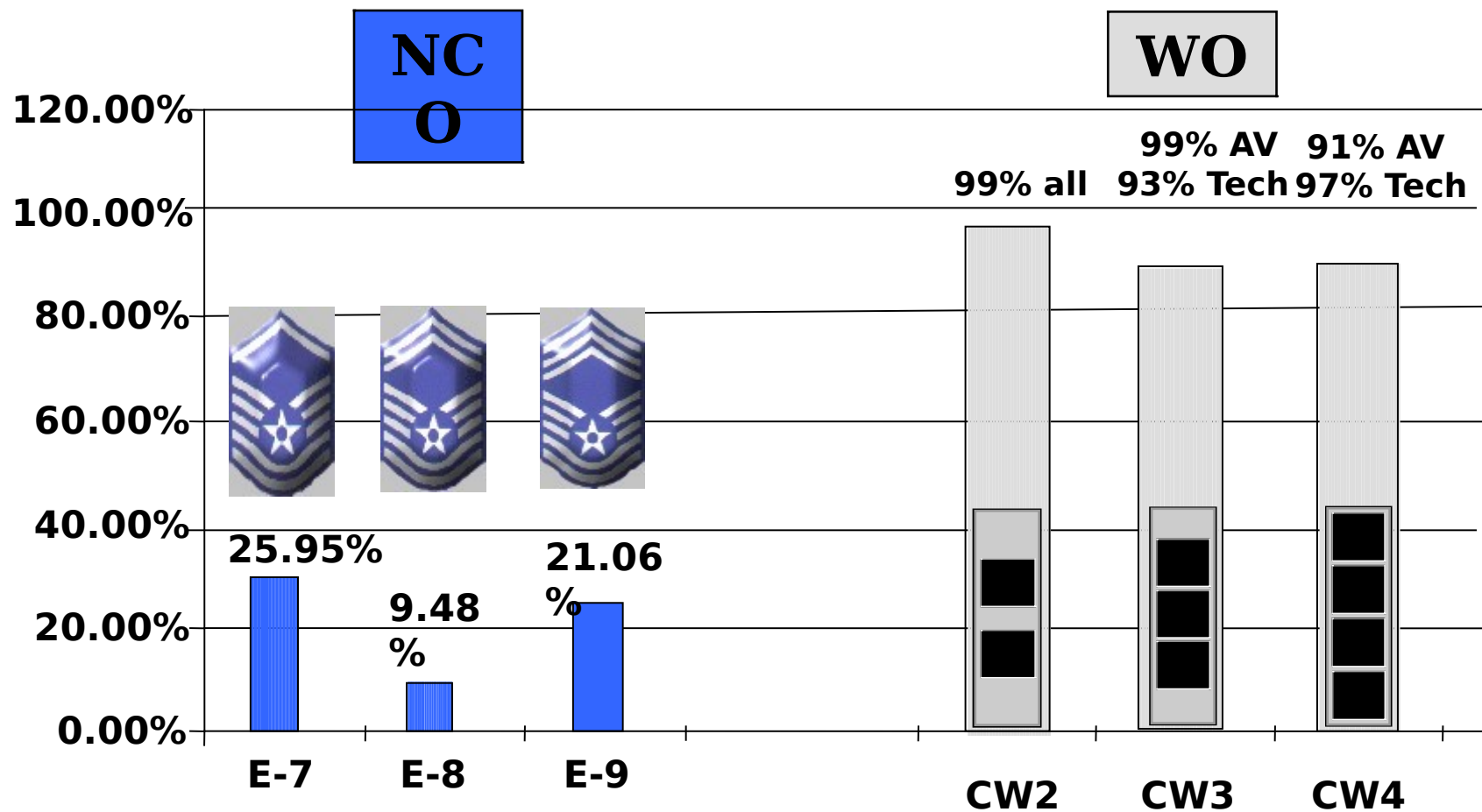


[www.usarec.army.mil/warrior](http://www.usarec.army.mil/warrior)

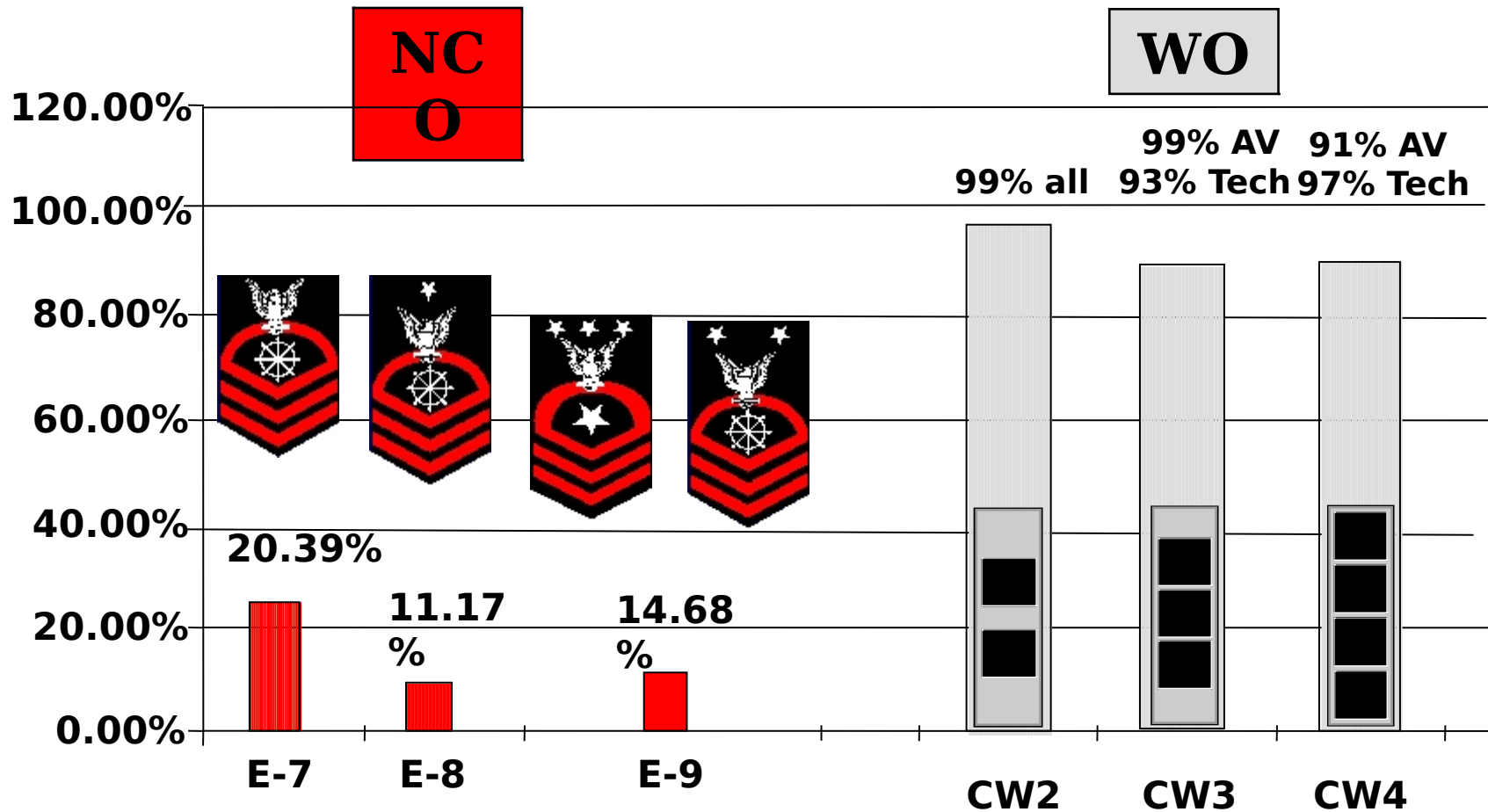
# NCO and WO Promotion Comparison



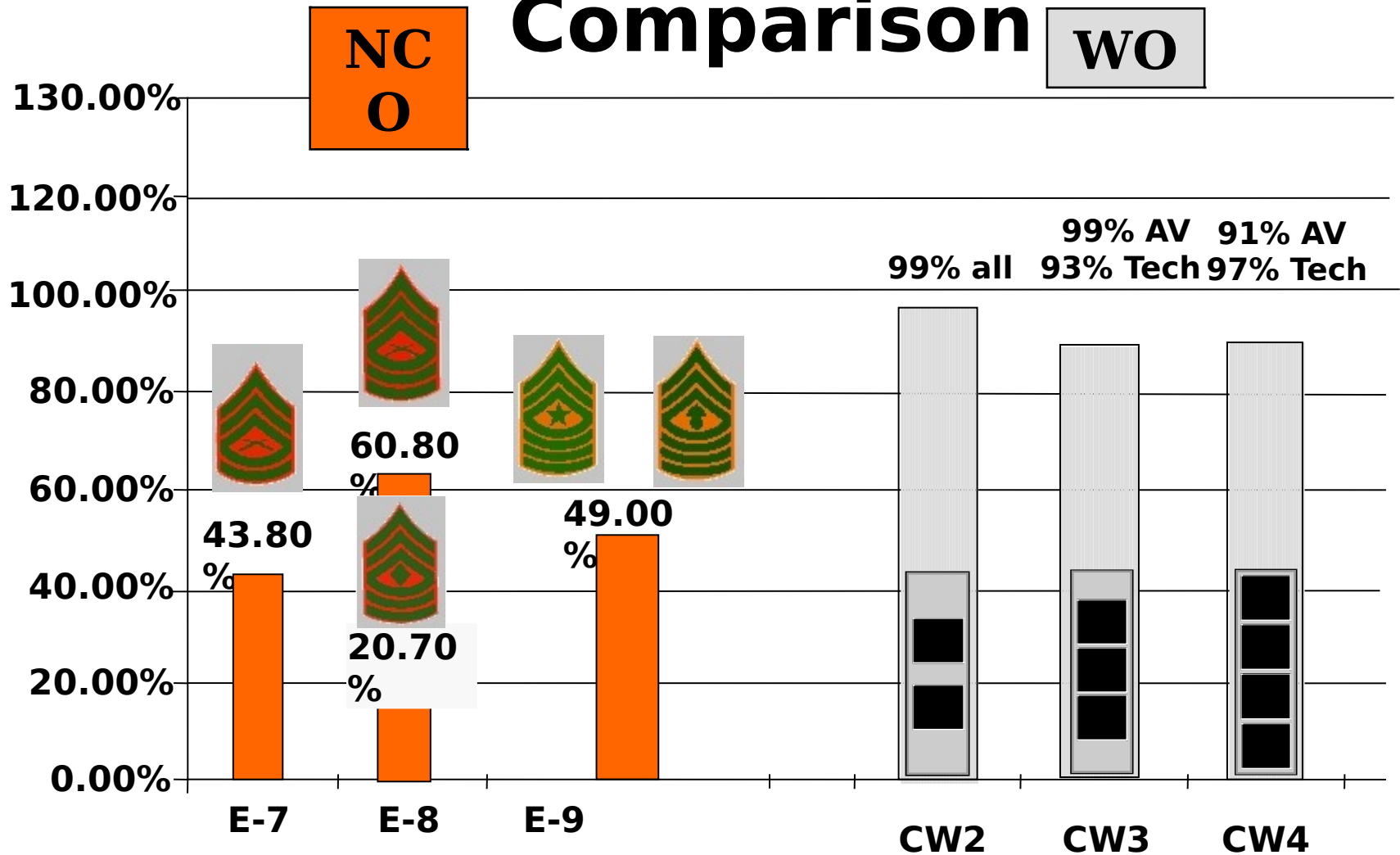
# Air Force NCO & WO Promotion Comparison



# Navy NCO & WO Promotion Comparison

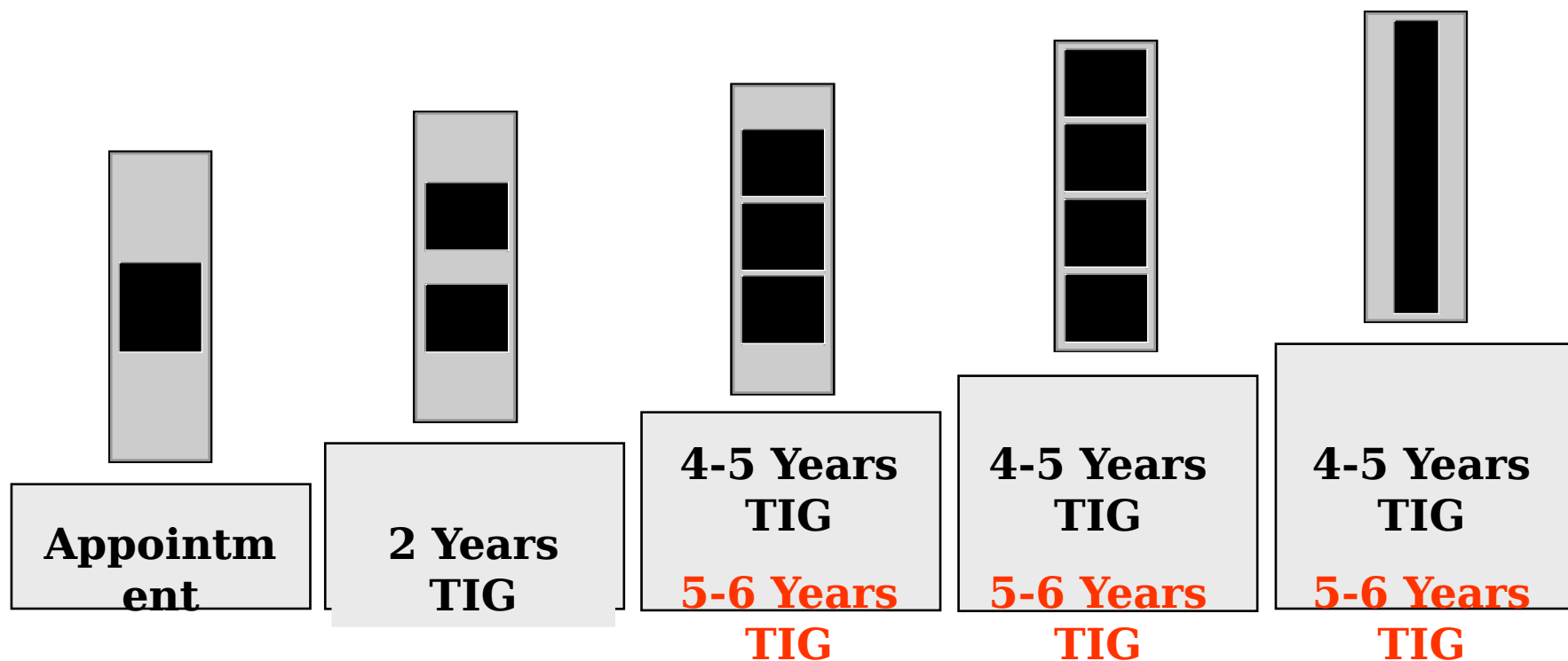


# Marines NCO & WO Promotion Comparison





# Warrant Officer Promotions



**Time in Grade to CW3/4/5 reduced one year Effective FY-06**

**Aviators require one year longer for senior grades**



# Training and Education

Maintain G.I. Bill benefits

Maintain tuition assistance (TA) benefits

Maintain E-Army U

Degree Completion Program

Senior Service College selection/Combined advanced  
civil schooling

Logistics Management College, VA (LEDC/FIT program)

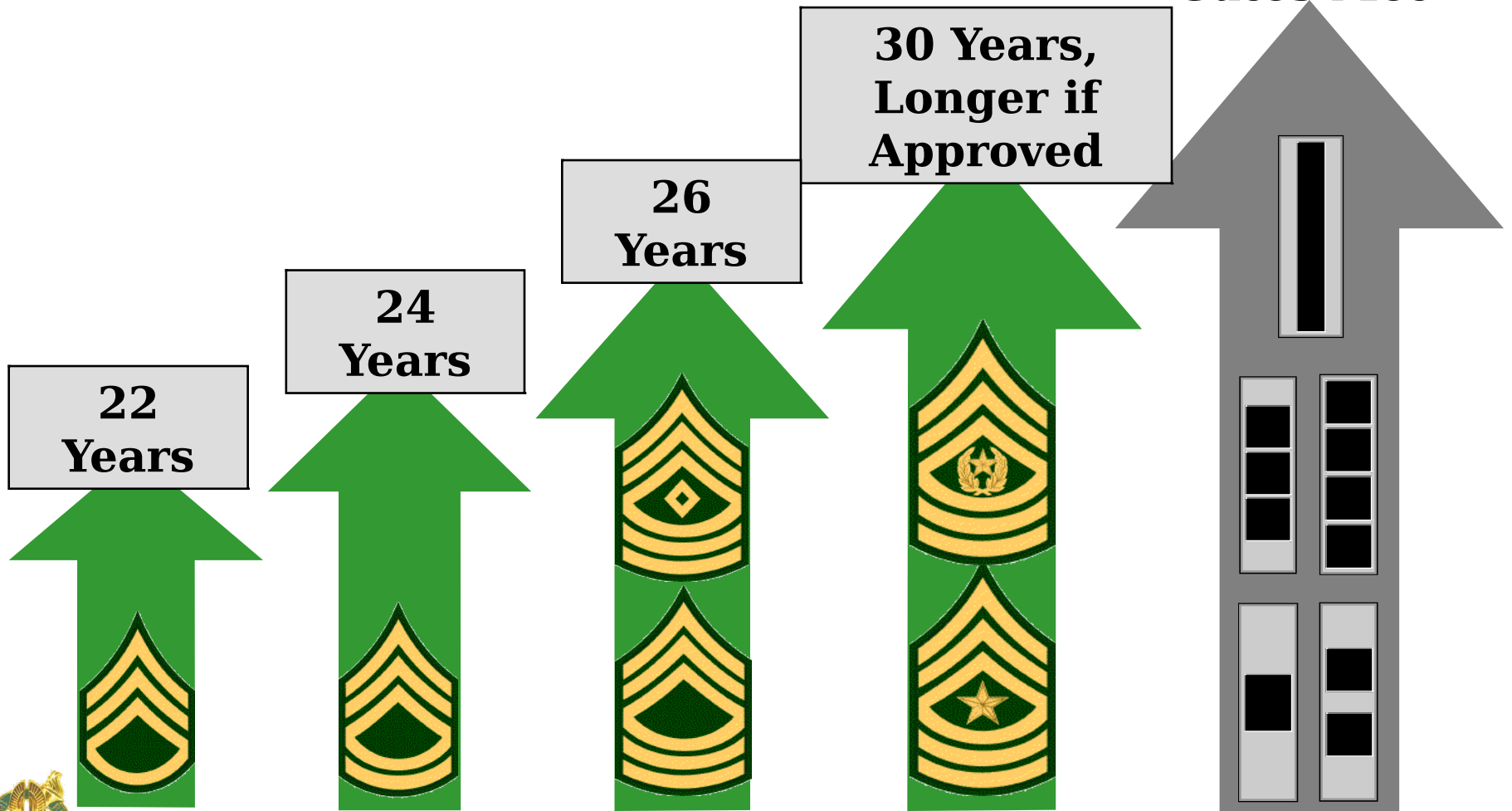
Naval Post Graduate School, MD (XP Course cooperative)

Joint Military Intelligence College, DC

Army Management Staff College, VA



# Extended Career Path



U.S. Army Recruiting Command

[www.usarec.army.mil/warrior](http://www.usarec.army.mil/warrior)

# Assignment Opportunities

White House Communications Agency

White House Fellowship eligibility

Training-with-Industry (TWI)

(Motorola, General Dynamics, TRW)

Army Accessions Command  
(TRADOC/USAREC)

Pentagon and Department of the Army

TAFT assignments (Technical Assistance  
Field Team)



U.S. Army Recruiting Command Australia, Egypt, UAE and other locations [www.usarec.army.mil/warrior](http://www.usarec.army.mil/warrior)

# Making the Transition

***Education System***

***Candidate School***

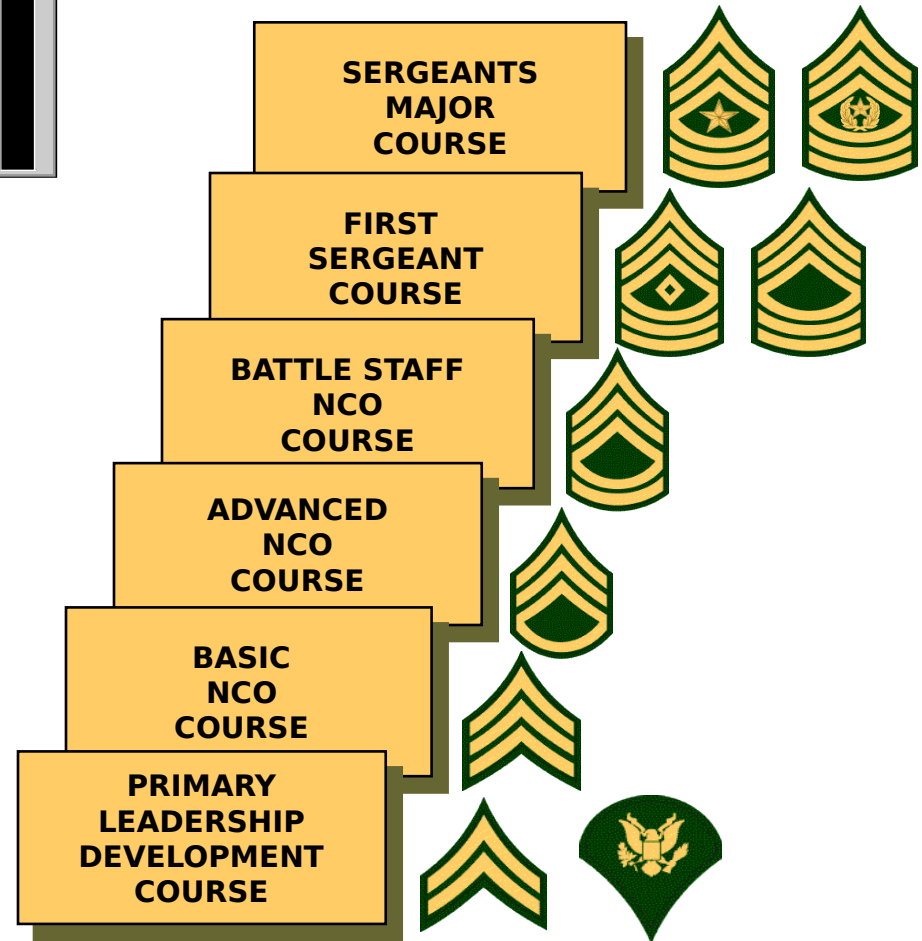
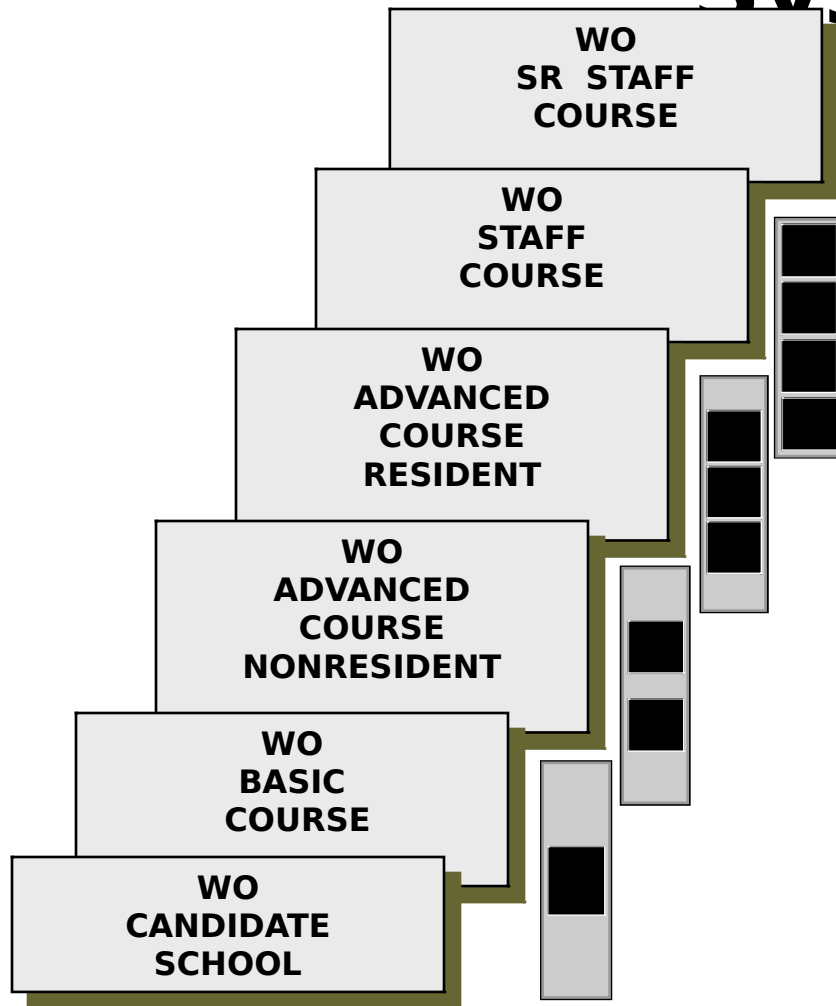
***Basic Course***



**U.S. Army Recruiting Command**

[www.usarec.army.mil/warrior](http://www.usarec.army.mil/warrior)

# Warrant Officer Education System



# Warrant Officer Candidate School

Fort Rucker, Alabama

6 Weeks (plus 4 days prep time)

Website: <http://www.leavenworth.army.mil/wocc>

## Purpose

Leadership Potential

Self Discipline

Attention to Detail

Time Management

## Professional Development

Leadership

Communication

Management

Ethics



U.S. Army Recruiting Command

[www.usarec.army.mil/warra](http://www.usarec.army.mil/warra)

# **Warrant Officer Candidate School**

## **Demanding Environment**

### **MENTAL**

Limited Personal Time  
Exacting Standards

### **EMOTIONAL**

Unfamiliar Environment  
Anxiety of the Unexpected

### **PHYSICAL**

Long, Full Days  
Daily PT





# A Day in the Life of a Candidate

Time Activity	Time Activity
0535-0542 - Wake-up	1430-1720 - Academics
0545-0645 - PT	1730-1820 - Counseling
0645-0730 - Hygiene	1830-1915 - Dinner
0730-0745 - Inspection	1915-2015 - Inspection time
0745-0820 - Breakfast	2015-2115 - Study Hour
0830-1220 - Academics	2115-2215 - Co Clean-up
1230-1320 - Lunch	2215-2245 - Hygiene
1330-1420 - Counseling	2245-0535 - Lights Out



# Warrant Officer Basic Course

Provides MOS Technical and Tactical Certification

Permanent Promotion to WO1



Signal



Military  
Intelligence



Ordnanc  
e



Transportation



Quartermast  
er



Special  
Forces



Judge  
Advocate



Field  
Artillery



Adjutant General



Military  
Police



Air Defense  
Artillery



Aviatio  
n



Enginee  
r



**U.S. Army Recruiting Command**

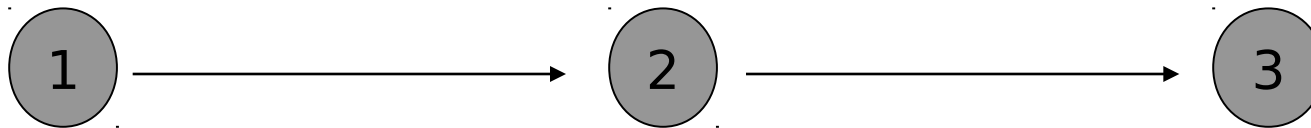
[www.usarec.army.mil/warra](http://www.usarec.army.mil/warra)

# Application and Procedures

Process and Where to Start  
Regulatory Requirements  
Application  
Letters of Recommendation  
Waiver Process  
Selection Board  
Questions



# Application Process Guidance



- Visit the web site
- Verify qualifications
- Download checklist
- Download forms

- Schedule Physical
- Schedule interviews
- Schedule exams
- Gather paperwork

- Mail application to USAREC
- Follow-up status on web site



# Where to Start

## WWW.USAREC.ARMY.MIL/WARRANT

U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer

File Edit View Favorites Tools Help

# Warrant Officer Recruiting

USAREC Home | Army Tour | Email Us

U.S. ARMY

Home

Active Duty Applicants

Civilian Applicants

Reserve Component/  
National Guard

Contact Us

Site Last Updated 04/12/2004

## U.S. Army Recruiting Command's Warrant Officer Recruiting Information Site

### Hot Topics

**NEW!** [Security Clearance Memorandum Changed](#)

**NEW!** [May 2004 Warrant Officer Selection Results](#)

**NEW!** [MEPS/Guidance Counselor Information](#)

[Deployed Applicant Page](#)

[Wait Time to Reapply Eliminated](#)

[Microfiche Information](#)

### MISSION

U.S. Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army warrant officers.

### Mail application to:

HEADQUARTERS U.S. ARMY RECRUITING COMMAND  
ATTN: RCRO-SM-A  
1307 Third Ave.  
Fort Knox, Ky 40121-2725



U.S. Army Recruiting Command

www.usarec.army.mil/warrant

# Email Opt-In Popup Window

WWW.USAREC.ARMY.MIL/WARRANT

The screenshot shows a web browser window titled "Warrant Officer Recruiting - Entry Survey - Microsoft Internet Explorer". The address bar shows "http://www.usarec.army.mil/warrant". The page has a dark background with yellow text. At the top, it says "Warrant Officer Recruiting" in large yellow letters, followed by "First Time Visitor? Please take the time to tell us more about you." Below this, it says "If you have already filled out this survey please click [here.](#)". The survey consists of four questions:

1. What is your first name?
- What is your last name?
2. Gender?
3. What is your enlisted occupational specialty?
4. What is your current pay grade?

The browser window also shows a left sidebar with links: Home, Active Duty, Civilian App, Reserve Con, National Gu, Contact Us, and Site Last Update. The status bar at the bottom shows "Done" and "Internet".

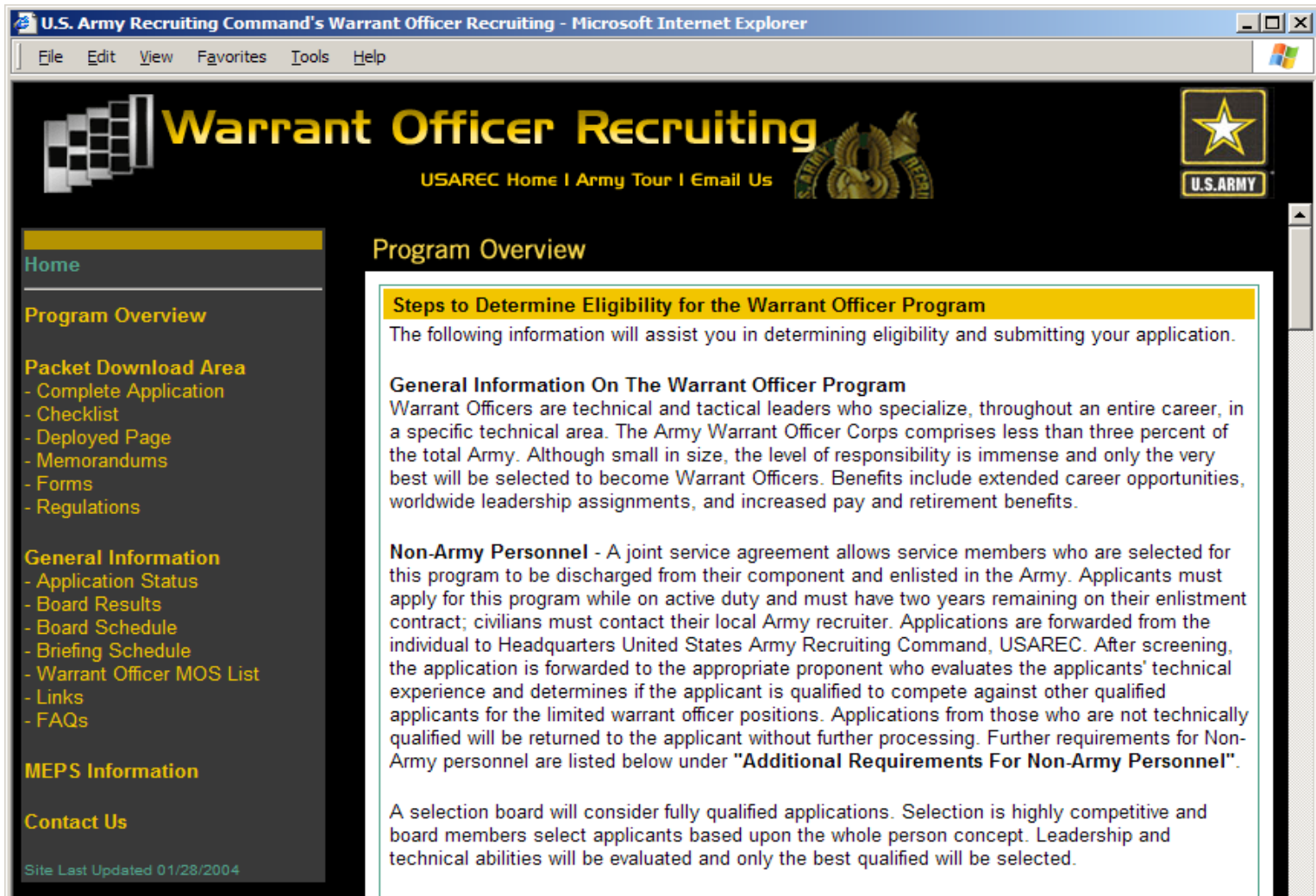


U.S. Army Recruiting Command

www.usarec.army.mil/warrant

# Program Overview

[WWW.USAREC.ARMY.MIL/WARRANT](http://WWW.USAREC.ARMY.MIL/WARRANT)



**U.S. Army Recruiting Command's Warrant Officer Recruiting**

USAREC Home | Army Tour | Email Us

**Warrant Officer Recruiting**

**Program Overview**

**Steps to Determine Eligibility for the Warrant Officer Program**

The following information will assist you in determining eligibility and submitting your application.

**General Information On The Warrant Officer Program**

Warrant Officers are technical and tactical leaders who specialize, throughout an entire career, in a specific technical area. The Army Warrant Officer Corps comprises less than three percent of the total Army. Although small in size, the level of responsibility is immense and only the very best will be selected to become Warrant Officers. Benefits include extended career opportunities, worldwide leadership assignments, and increased pay and retirement benefits.

**Non-Army Personnel** - A joint service agreement allows service members who are selected for this program to be discharged from their component and enlisted in the Army. Applicants must apply for this program while on active duty and must have two years remaining on their enlistment contract; civilians must contact their local Army recruiter. Applications are forwarded from the individual to Headquarters United States Army Recruiting Command, USAREC. After screening, the application is forwarded to the appropriate proponent who evaluates the applicants' technical experience and determines if the applicant is qualified to compete against other qualified applicants for the limited warrant officer positions. Applications from those who are not technically qualified will be returned to the applicant without further processing. Further requirements for Non-Army personnel are listed below under **"Additional Requirements For Non-Army Personnel"**.

A selection board will consider fully qualified applications. Selection is highly competitive and board members select applicants based upon the whole person concept. Leadership and technical abilities will be evaluated and only the best qualified will be selected.

Site Last Updated 01/28/2004



U.S. Army Recruiting Command

[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)

# Menu Overview

[WWW.USAREC.ARMY.MIL/WARRANT](http://WWW.USAREC.ARMY.MIL/WARRANT)

The image shows a screenshot of a web browser displaying the U.S. Army Recruiting Command's Warrant Officer Program website. The browser window has a title bar that reads "U.S. Army Recruiting Command's Warrant". The address bar shows the URL "WWW.USAREC.ARMY.MIL/WARRANT". The website features a navigation menu on the left side, which is highlighted with a black border. The menu items are: Home, Program Overview, Packet Download Area (with sub-items: Complete Application, Checklist, Deployed Page, Memorandums, Forms, Regulations), General Information (with sub-items: Application Status, Board Results, Board Schedule, Briefing Schedule, Warrant Officer MOS List, Links, FAQs), GT Information, Microfiche Information, MEPS Information, and Contact Us. The main content area on the right shows the "Home" page with a "U.S. ARMY" logo and a "Warrant Officer Program" section. The footer of the website indicates "Site Last Updated 01/28/2004".

U.S. Army Recruiting Command's Warrant

File Edit View Favorites Tools Help

Warrant

Home

Program Overview

Packet Download Area

- Complete Application
- Checklist
- Deployed Page
- Memorandums
- Forms
- Regulations

General Information

- Application Status
- Board Results
- Board Schedule
- Briefing Schedule
- Warrant Officer MOS List
- Links
- FAQs

GT Information

Microfiche Information

MEPS Information

Contact Us

Site Last Updated 01/28/2004

U.S. ARMY

Warrant Officer Program

...ining eligibility and submitting your application.

Program

...s who specialize, throughout an entire career, in a ... Corps comprises less than three percent of the ... responsibility is immense and only the very best will ... include extended career opportunities, worldwide retirement benefits.

...t allows service members who are selected for ... and enlisted in the Army. Applicants must ... have two years remaining on their enlistment ... recruiter. Applications are forwarded from the ... Recruiting Command, USAREC. After screening, ... ponent who evaluates the applicants' technical ... ified to compete against other qualified applicants ... ns from those who are not technically qualified ... ccessing. Further requirements for Non-Army ... requirements For Non-Army Personnel".

...cations. Selection is highly competitive and board ... person concept. Leadership and technical ... ed will be selected.

...nt Officer Program

...his web site ([www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)) to



U.S. Army Recruiting Command

[www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)



# **Regulatory Requirements**

## **Administrative Requirements**

US Citizen

GT Score - 110 or Higher

High School Graduate or GED

Have a Secret Security Clearance

Can Apply With Interim SECRET Clearance

Pass Standard 3-Event APFT

Can apply with an APFT waiver

Pass Appropriate Physical Exam



# Warrant Officers

## Aviator

Any MOS can Apply

Qualifying AFAST Score (90+)

Less than 33 years old by board convene  
date

Pass a Class 1A flight physical  
(Vision Note: 20/50 or better)

## Technician

Usually SPC or higher Appointment prior to age  
46 (36 SF)

Most require BNCOC

Appropriate Qualifying Physical

Prerequisites are determined by proponents (web  
site) [www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)



# The Application

1. Checklist/MILPO Letter

2. DA Form 61

## **HT/WT & APFT Statement**

3. Security Clearance *JPAS Print out*

4. Letters of Recommendation  
(Next Slide)

5. Resume

6. Statement of Understanding

7. ERB (*Enlisted Record Brief*)

8. College Transcripts

9. DA Form 160

11. Physical

(USAREC Form 1932)

12. Microfiche (*No Longer needed*)

(Follow Directions for hardcopy)

13. Waivers

**Moral-HRC**

**Prerequisite, -Proponent**

**Age, and AFS -G-1**

**APFT-G3**

14. DA Photo

15. Conditional Release

(Reserves & Other Services)

## **WO MOS 153A Only**

10. DA Form 6256 (AFAST Form from Test  
Center)



**U.S. Army Recruiting Command**

**[www.usarec.army.mil/warra](http://www.usarec.army.mil/warra)**

# Letters of Recommendation

Letters must not be older than **Twelve Months**

**If using former Commander - we recommend having current Commander review packet!**

Letters of Recommendation required:

Company (or first UCMJ level) Commander (Must have)

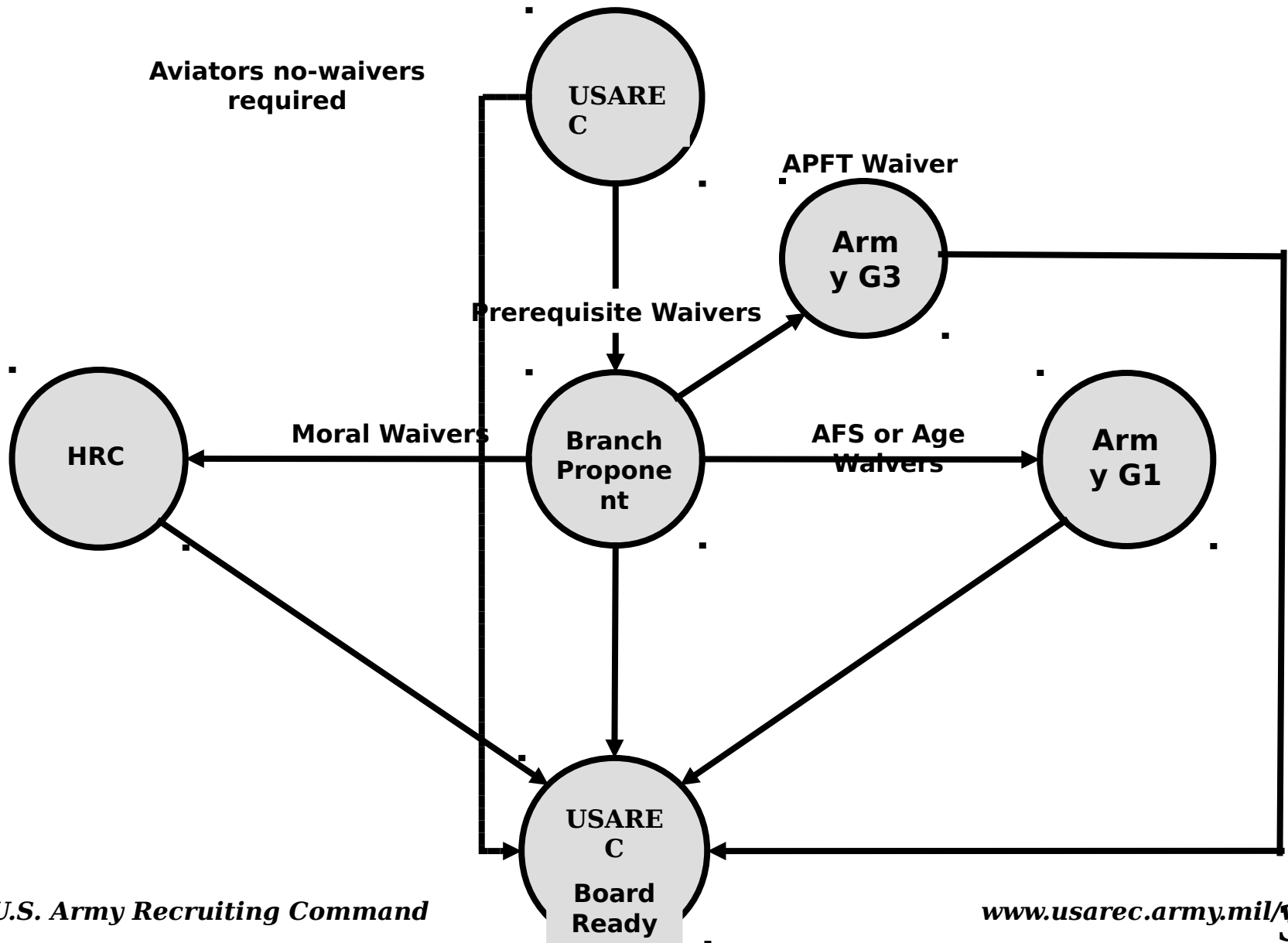
\* Battalion (or second UCMJ level) Commander (Must have)

Senior Warrant Officer Letter of Recommendation (CW3 to CW5)

\* Note: If requesting an APFT Waiver, BNCDR LOR must state you are physically capable of completing training and worldwide deployment



# Application Process



# Other Service Applicants

## Marines:

- Marines who need to get their ASVAB scores converted must contact HQ, Marine Corps, Quantico, VA. The POC is SGT Johnson or SSgt Landry, COM 703-784-9615, DSN 278-9615.

Email: [SMBManpowerMPP-50Testing@manpower.usmc.mil](mailto:SMBManpowerMPP-50Testing@manpower.usmc.mil)

- They require a letter from the individual's commander requesting the scores. HQ will write up a letter from the commandant certifying GT scores that will then go in the packet for the Army Warrant Officer Program.

- Conditional Letter of Release:

HQ, USMC  
MANPOWER & RESERVE AFFAIRS (MMSR 3)  
3280 RUSSELL RD  
QUANTICO, VA. 22134-5103  
POC: MRS WHITE  
DSN: 278-9322/9323  
COMM: (703) 784-9322/9323

- US Marines Microfiche

CMC (MMSB-10)  
2008 ELLIOT RD  
QUANTICO VA 22134  
DSN 278-74623  
COMM: 1-800-268-3710 or  
(703) 784-4623  
FAX: DSN 278-5792



# Other Service Applicants

## Air Force:

- An Air Force member needs a minimum General (G) score of 64.
- Mail (CANNOT BE FAXED) a true certified copy of their ASVAB record certified by their personnel component to the following address:

Education Division (AHRC-PDE/Zannelli)  
U.S. Army Human Resources Command  
200 Stovall Street, Suite 3N17  
Alexandria, VA 22332-0472

- Conditional Letter of Release:

HQ AFPC DPPRSA  
550 C STREET WEST SUITE 11  
RANDOLPH AFB TX 78150-4713  
POC: MR JIM JONES  
DSN: 665-3769/5840  
[james.jones@afpc.randolph.af.mil](mailto:james.jones@afpc.randolph.af.mil)

## US Air Force Microfiche

REVIEW BY MAIL  
HQ AFPC/DPPB  
550 C STREET WEST SUITE 5  
RANDOLPH AIR FORCE BASE TX  
78150-6001  
DSN: 665-2998

Remarks: AF needs a letter of interest



**U.S. Army Recruiting Command**

[www.usarec.army.mil/warrior](http://www.usarec.army.mil/warrior)

# Other Service Applicants

## Navy:

- An Navy member needs a combined minimum Arithmetic Reasoning (AR) and Verbal (VE) score of 109 or higher.
- Mail (CANNOT BE FAXED) a true certified copy of their ASVAB record certified by their personnel component to the following address:

Education Division (AHRC-PDE/Zannelli)  
U.S. Army Human Resources Command  
200 Stovall Street, Suite 3N17  
Alexandria, VA 22332-0472

- Conditional Letter of Release:

COMMANDER NAVY PERSONNEL COMMAND  
5720 INTEGRITY DRIVE, NPC-814  
MILLINGTON TN 38055-3130  
POC: MRS FRY [marthafry@navy.mil](mailto:marthafry@navy.mil)  
DSN: 882-4431/4615  
COMM: (901) 874-4431/4615  
FAX: (901) 874-2754

### US Navy Microfiche

NAVY PERSONNEL COMMAND  
NPC 313-C  
5720 INTEGRITY DRIVE  
MILLINGTON TN 38055-3130  
FAX: DSN 882-2664 or (901) 874-2664  
DSN 882-3596 or 3415  
COMM (901) 874-3596 or 3415

[www.bupers.navy.mil/selectbd/order.htm](http://www.bupers.navy.mil/selectbd/order.htm)  
|

**Submit on NAVPERS Form 1306**



**U.S. Army Recruiting Command**

[www.usarec.army.mil/](http://www.usarec.army.mil/)



# Other Service Applicants

## Coast Guard:

- An Coast Guard member needs a minimum Arithmetic Reasoning (AR) and Verbal (VE) and have a minimum combined score of 109.
- Mail (CANNOT BE FAXED) a true certified copy of their ASVAB record certified by their personnel component to the following address:

Education Division (AHRC-PDE/Zannelli)  
U.S. Army Human Resources Command  
200 Stovall Street, Suite 3N17

Alexandria, VA 22332-0472

- Conditional Letter of Release:  
US DEPARTMENT OF TRANSPORTATION  
2100 SECOND STREET SW  
ATTN CGPC-EPM-1  
WASHINGTON DC 20593-0001  
COMM: (202) 267-1630



# Selection Board

DA Centralized Board Held at USAREC

Board Schedule Posted on Web Site

Comprised of Branch and Warrant Officers

Vote Using “Total Person” Concept

Results Will be Posted on Web Site

Fully Qualified - Selected - Q-S

Fully Qualified - Nonselect (First Board) - FQ-NS

Not Selected - Not Competitive (Second Board) – NS-NC

Applicants may immediately re-apply if not selected

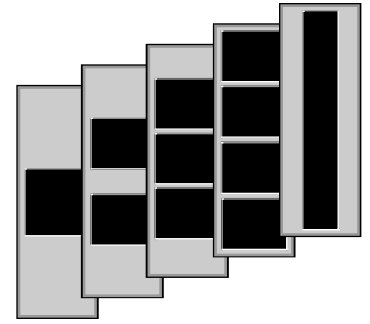


**U.S. Army Recruiting Command**

[www.usarec.army.mil/warra](http://www.usarec.army.mil/warra)



# Final Notes



- ✓ Packet deadline: 1st of the month prior to the board

**Should be sooner if waivers are requested**

- ✓ Send **only one copy** of the packet to USAREC
  - ✓ Verify your application status on line!
  - ✓ We encourage contact – email, call, or fax

**Specially if your status is “R”**

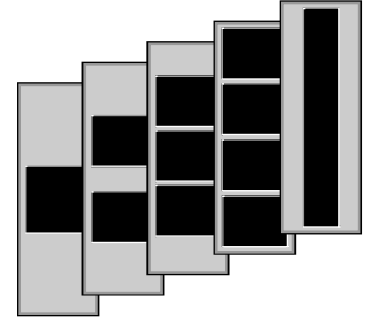
- ✓ Aviation Applicants

**Studying for AFAST highly recommended**



*U.S. Army Recruiting Command*

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# Questions?



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